

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

CBP,CC (and below),HRM (and below),INA (and below),OA (and below),OAM (and below),OBP (and below),OC (and below),OCA (and below),OFO (and below),OIA (and below),OIIL (and below),OIT (and below),OPA (and below),OT (and below),OTD (and below),OTIA (and below)

For 1st Quarter 2014 for period ending December 31, 2013

****Mixed Cases are Included in this report.****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	278	315	328	259	245	56
Number of Complainants	254	293	294	245	229	55
Repeat Filers	20	18	28	14	16	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014

<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	Thru12-31
Race	56	91	94	59	71	19
Color	7	29	17	19	13	2
Religion	10	17	21	13	10	2
Reprisal	99	140	166	118	112	31
Sex	72	93	100	87	79	17
PDA	0	0	2	4	2	0
National Origin	45	76	77	57	44	11
Equal Pay Act	0	0	1	0	1	0
Age	75	97	91	87	74	12
Disability	59	78	73	55	41	9
Genetics	0	0	1	0	2	0
Non-EEO	2	12	19	12	8	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	4	13	22	9	8	1
Assignment of Duties	41	42	43	45	26	13
Awards	8	6	5	5	2	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	3	0	2	3	0	1
Reprimand	14	16	29	10	19	5
Suspension	13	13	26	15	14	5
Removal	3	4	5	3	1	0

Other	1	8	2	1	0	0
Duty Hours	3	6	10	5	4	1
Evaluation Appraisal	5	11	13	4	5	0
Examination/Test	3	3	4	1	4	0
Harassment						
Non-Sexual	50	87	122	90	90	24
Sexual	7	12	9	7	10	4
Medical Examination	3	3	4	7	3	1
Pay (Including Overtime)	5	7	10	10	10	9
Promotion/Non-Selection	57	59	60	55	48	11
Reassignment						
Denied	6	10	13	9	13	2
Directed	8	13	11	7	4	0
Reasonable Accommodation	12	13	15	11	10	4
Reinstatement	5	1	3	1	0	0
Retirement	2	3	2	2	3	1
Termination	46	66	56	16	8	3
Terms/Conditions of Employment	12	31	61	27	15	3
Time and Attendance	14	20	25	22	8	2
Training	10	12	14	6	8	1
Other	15	33	6	4	2	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	137.20	140.89	143.26	175.61	161.40	160.79
Average number of days in final action	233.52	373.01	172.11	114.96	101.73	51.76

Complaint pending during fiscal year where hearing was requested															
Average number of days in investigation		137.13		140.36		140.73		179.43		159.17		172.26			
Average number of days in final action		20.90		71.55		24.46		22.41		25.00		34.78			
Complaint pending during fiscal year where hearing was not requested															
Average number of days in investigation		137.46		142.75		152.41		168.56		168.19		149.32			
Average number of days in final action		630.40		781.76		284.18		213.03		167.67		128.17			
Complaints Dismissed by Agency				Comparative Data											
				Previous Fiscal Year Data								2014Thru12-31			
				2009		2010		2011		2012				2013	
Total Complaints Dismissed by Agency				45		42		47		31		32		13	
Average days pending prior to dismissal				284		353		118		99		140		142	
Complaints Withdrawn by Complainants															
Total Complaints Withdrawn by Complainants				20		38		32		51		18		7	
Total Final Agency Actions Finding Discrimination		Comparative Data													
		Previous Fiscal Year Data										2014Thru12-31			
		2009		2010		2011		2012		2013					
		#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings		3		3		4		5		2		2			
Without Hearing		0	0	0	0	0	0	1	20	1	50	0	0		
With Hearing		3	100	3	100	4	100	4	80	1	50	2	100		
Findings of Discrimination Rendered by Basis		Comparative Data													
		Previous Fiscal Year Data										2014Thru12-31			
Note: Complaints can be filed		2009		2010		2011		2012		2013					

<i>alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		3		4		5		2		2	
Race	0	0	2	67	1	25	0	0	0	0	1	50
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	1	33	1	33	1	25	0	0	0	0	0	0
Reprisal	2	67	1	33	1	25	3	60	1	50	1	50
Sex	1	33	0	0	0	0	3	60	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	1	20	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	1	20	0	0	1	50
Disability	0	0	0	0	1	25	0	0	1	50	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	20	0	0	0	0
Findings After Hearing	3		3		4		4		1		2	
Race	0	0	2	67	1	25	0	0	0	0	1	50
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	33	1	33	1	25	0	0	0	0	0	0
Reprisal	2	67	1	33	1	25	3	75	1	100	1	50
Sex	1	33	0	0	0	0	3	75	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	0	0	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	1	25	0	0	1	50
Disability	0	0	0	0	1	25	0	0	0	0	1	50

[illegible]

Suspension	0	0	1	33	0	0	0	0	1	50	1	50
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	20	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	2	50	1	20	0	0	2	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	1	20	0	0	0	0
Promotion/Non-Selection	0	0	2	67	0	0	2	40	0	0	1	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	33	0	0	0	0	1	50	0	0
Reasonable Accommodation	1	33	0	0	2	50	0	0	1	50	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	25	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	50
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	20	0	0	0	0
Findings After Hearing	3		3		4		4		1		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	25	0	0	1	50
Awards	0	0	0	0	0	0	0	0	1	100	0	0

[illegible]

Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2014Thru12-31						
	2009	2010	2011	2012	2013							
Total complaints from previous Fiscal Years	404	407	407	401	358	371						
Total Complainants	347	343	341	338	301	322						
Number complaints pending												
Investigation	6	6	8	6	1	51						
ROI issued, pending Complainant's action	0	0	0	0	0	20						
Hearing	112	96	131	155	166	223						
Final Agency Action	39	49	17	12	12	11						
Appeal with EEOC Office of Federal Operations	9	30	50	59	66	85						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2014Thru12-31						
	2009	2010	2011	2012	2013							
Pending Complaints Where Investigations Exceed Required Time Frames	13	10	11	8	0	0						